

MINUTES
SPECIAL MEETING
MUNCIE COMMON COUNCIL
300 NORTH HIGH STREET
MUNCIE, INDIANA 47305



OCTOBER 5, 2022

SPECIAL MEETING: 6:00 P.M., 1st Floor City Hall Auditorium.

PLEDGE OF ALLEGIANCE: Led by Rick Yencer.

ROLL CALL:	PRESENT	ABSENT
Aaron Clark	X	
Ro Selvey	X	
Troy Ingram	X	
Jeff Green	X	
Jeff Robinson	X	
Brandon Garrett	X	
Brad Polk	X	
Jerry Dishman	X	
Roger Overbey	X	

TOPIC OF DISCUSSION: President Robinson welcomes everyone to the second meeting scheduled to review the proposed 2023 municipal budget. Tonight, they are going to cover the Street, Police, Fire, EMS, the Fire and Police Merit Commissions and the Animal Shelter. Just like last week, they will bring forward each Department Head to allow them to go over their budgets, point out any major differences and then answer any questions from the Council. Just as a reminder, they want to provide time for comments and questions from the public and plan to open the floor to do so after the Council completes the questioning of each Department Head. Robinson would ask that anyone with questions or comments to direct them towards the Council and if they cannot answer them then will ask the Department Head or Controller to do so.

STREET DEPARTMENT

Adam Leach, City Engineer, will do a Department overview to let everybody know where the Street Department stands currently. In 2022, the Department is budgeted with twenty-two (22) personnel total including himself. They maintain the roadway system, which is about 766 million lane miles or 314 road miles (because we have multi-lane roads). They just completed work this year and the following numbers are total by October 1st. They have started a new work order system, closed 104 of those work orders and completed 1,171 patches, 400 feet of concrete repairs, and maintained 82 signals. 1,323 crew hours were spent mowing, weed eating, and removing 89 trees with Department Personnel and a Contractor. They provided about \$250,000 in repair and maintenance to City-owned vehicles and equipment, installed 1006 signs and paved 640 tons with their in-house paving crew. Notable achievements for this year consist of the first time utilizing bag mix during the winter session (January through March). The bag mix is more expensive but actually stays down meaning they didn't have to re-

patch some of the things already patched so it was a little more efficient. It was the first time milling and paving roads were completed in-house with only their employees. After reconstituting the concrete crew, they closed their oldest work order from 2013 for a busted sidewalk that was about 90 feet long. 75% of their employees have went through their OSHA two-hour construction training. They reduced unused fleet assets via auction and raised about \$65,000. They also entered into an agreement with the Muncie Sanitary District to provide patching and paving service that generated about \$155,000 in revenue. They also completed their CCMG 2021 projects and completed the Capital Paving List, if anyone is familiar with that. The CCMG 2021 #2 was also completed along with ARP paving. The Department paved in-house Wisteria, Azalea, Primrose and Tulip (off Burlington Road). Working with utilities, they also provided for the paving on Washington Street, Reserve and Jackson Street. Also, paid out match funds for MITS sidewalk. Engineering was started on McGalliard from Wheeling to Tillotson and MLK going west toward the bypass. Engineering on Tillotson going from McGalliard to Kilgore. Engineering and right-of-way for the Muncie Arts and Culture Trail and Kitselman Phase III. Right-of-way acquisitions on Meeker and the Riverside Trail engineering. So, it has been a busy year for public works in general. There are relatively few major changes in the budget. Leach informs they are looking to potentially add one additional Working Foreman coming forward. Working Foreman has been a Parks position for a long time and they (kind of) have a rather flat organizational structure where they don't have team leaders or anything like that. Typically, in construction crews you have a Foreman and a Supervisor (over the Foreman) and then a Director or Project Manager. That is how they are looking to organize the Department with Leach being at the top, the Supervisor under him and Working Foreman managing individual teams (like maintenance crews or paving crews). There is a reduction for Road Projects (line item #21835436041) mostly due to not having any other major grants coming in so the revenue will be down in the #218 Fund. They are intending to use that money going forward on in-house paving projects. The in-house paving is significantly less expensive than hiring it out to the tune of costing less than half. Leach believes it's about 40% of what they are looking at right now on their last projects so it will go a little bit further that way. They will be pursuing the maximum CCMG grant for a \$2 million project, which will match 50/50. It is the same thing they have pursued in the past but there is no guarantees on that grant funding so that may get adjusted one way or the other as the actual grant award comes through. In the #220 budget, they had one additional Operator (so reduced a Truck Driver) line item #220-35-411057 because they have more equipment now so this generally makes sense. They have asked for an increase in their Training budget (line item #220-35-413085), mostly because as they are doing more training. As he earlier said, they completed their OSHA Training this year and he would like to pursue some of the opportunities for his employees do more training going forward. He recalls just sending a gentleman out to get his certifications for weed control so they can spray and hopefully control some of the overgrowth areas little bit better than just going out there with weed eaters all the time. One thing that is worth being brought up is the new Early Learning Drivers Training which just rolled out in February of this year. It is required by the Federal Motor Carriers Act and all that fun DOT stuff... It used to cost about \$300 to \$400 to take a driver, train them, get them their permit, get them their drug test, physical, and get them to spend time with some already licensed drivers and have them test. Now, you have to have 120 certified driving hours which is a lot for them because they have a Truck Driver position but their truck drivers are actually the laborers so they don't really do a whole lot of truck driving. If they were to estimate it, maybe driving 45 hours a week trying to get that 120 hours within a year would prove challenging. The other option is go to an Ivy Tech or a J.J. Keller type of organization. The cheapest Leach has found thus far for Early Learner Driver Training is \$5,000 per person. They can't really hire away from other people because our truck drivers make \$17.89 an hour and the average starting pay in

Muncie for anyone with CDLs is around \$22 an hour so there's a significant cost differential there. Therefore, finding people with a CDL that want to work for less is a hiring problem to say the least. Training people in-house with a two-year agreement is probably what he would recommend. If you follow the lines in the #220 budget, it can be seen that Leach did not budget every dollar. There is a significant chunk that has been left aside and there is a reason for that. As they move into 2024, the hope is that the federal projects to pave McGalliard will be available. That will require a not insubstantial match in the range of \$1 to \$2 million probably. If that isn't put in the budget now then they won't have it later and will be trying to put off a project that everyone desperately wants/needs/understands/needs to happen. Other than that, there was a small increase for their Capital Equipment line item #220-35-444058. If anyone has tried to buy a pickup truck or used vehicle lately, they are just much more expensive than they used to be. The money from MSD has kind of ameliorated some of that problem and allowed them to do some additional things this year that would not normally be able to do be done but it is a challenging purchasing environment. Other than that, there were no other really significant changes. Robinson thanks him for the report.

Councilman Ingram noticed there is \$0 budgeted for Road Salt/Ice Removal line item #220-35-422146. Leach informs there shouldn't have been and it should've remained the same. Robinson confirms that last year it was budgeted at \$170,000 and this year is budgeted \$0. Councilman Clark adds the line below that as well is budgeted at \$0. Ingram states yes, Paint (#220-35-422147), Sign Material (220-35-422148) and Other Supplies (#220-35-422173) all have a budget of \$0. Leach explains that all should have been carried over from last year because there hasn't been significant change. Ingram asks if they can move the numbers from last year over into the same line items. Leach states yes, they have seen some savings on salt just because it was a relatively mild winter last season other than the big snowfall in February. He explains they can basically directly line over them as noted as there is a little bit of buffer in that #220 area. Robinson asks where they would pull the funds from to enter them in to each of these lines. Leach explains there was a remainder of \$329,832 that is revenue versus expenditure. Essentially, just add the lines and it will reduce that difference.

Councilwoman Selvey refers to Professional Services line item #220-35-431029 and asks what goes under that. Leach explains Professional Services are basically their surveying and engineering services performance. They have fairly significant needs for surveying such as certain subdivisions have been platted without actually being adopted into the City therefore they don't have right-of-way on those roads. In the past, they have maintained them but the City does not own them, which presents a couple challenges so they plan to try to rectify those in the coming year.

Robinson does some math calculations and confirms it is the same \$10,000 from last year for Other Supplies line item #220-35-422173. Leach answers yes. Robinson then requests the account number that the overage is in and where they can move this from. Leach explains it wouldn't be an account and would just be verses their total revenue. Robinson sees, takes a few moments and relays that he doesn't believe they can do that necessarily. Leach suggests they may just have to appropriate it. Robinson confirms yeah, they may have to do an additional appropriation at the beginning of the year for those funds. Leach explains that should be fine because they have surplus in the current salt budget and the barn they have is full. So, barring a traumatic December, appropriating it shouldn't be an issue as long as the Council is okay with it. Robinson states yes because they can't increase or go above the advertised amount. City Controller, Craig Wright comes up and relays they can do an additional appropriation. Robinson adds to bring it to them in January and pull from that account (he thinks) would be much cleaner and since they cannot do it the other way. But, thinks everyone up here agrees we need some road salt for when it snows.

Selvey needs clarification that they plan to add a Heavy Equipment Operator line item #220-35-411057. Leach states that is correct. Selvey adds that they plan to add a Supervisor line item #220-35-411078 as well. Leach explains a Working Foreman is the hope that they can add. Selvey moves on to the Signal Electrician line item #220-35-411091 being budgeted at \$0. Leach shows \$88,000 is what it should have been budgeted. Selvey informs him it shows \$0. Leach states it would have been line item #218411091 (MVH) because they currently have two (2) and weren't looking to change that. Selvey questions that it should not be \$0 then. Leach states no. Selvey asks if they are doing to do the same thing as earlier mentioned with the salt. Robinson confirms they will so the same thing there and makes sure that Craig Wright, City Controller got that as well. Leach makes the comment it should be coming out of the #218 budget, which is what they pay Signal Electricians out of. If it is in the #218 section of the budget then they are good because they only have two. Selvey understands.

Ingram refers to line item #220-35-439071 for Other Services & Charges and how that is quite a substantial increase from \$20,000 to \$150,000. Leach looks it up and explains that essentially, they get \$1 million a year for all of the local roads and streets projects so this is what the City pays out to make the match on those federals. Most of those are 80/20 and how much came in was budgeted because as opportunities arise they want to have that money to be able to be used. Ingram understands and thanks him for the explanation.

Clark mentions the headache the City just went through with the railroad and their line replacement. Leach concurs. Clark goes on that the DOT has announced (like) a five-year grant program for railroad crossing elimination. He asks if there has been any thought at the Street Department office to maybe appropriating some funds to a study for an overpass/underpass or rail relocation. Leach answers there was a 2014 study that (he thinks) was provided by the County basically planning to relocate the railroad outside of town. He can't quite remember the Engineer on it but recalls seeing it but didn't take part in it. Basically, it is kind of one of those pie in the sky things because they would have to pay for everything and convince the railroad to do it and it would present some pretty high challenges. Leach mentions he was asked about the potential of adding an overpass on Tillotson, which would be a nice addition, yet there are a few challenges with that. Namely your average overpass for a railroad crossing runs anywhere from \$5 to \$10 million. That is money that the Muncie Street Department just does not have. The other portion being that there is a McDonald's right there near the railroad so McDonald's would probably very much like to maintain access and overpasses tend to cut that access off. He would be happy to look at studying something like that but unfortunately, with the railroads, we are very often at their mercy. Clark would be happy to send Leach the research he has about the five-year program, federally funded. Leach informs that the railroads really love reducing crossings and recalls once working for Union Pacific as an Engineer and he would pay people to buy them out of their crossings. He assures to eliminate them and also maintain roadway access is a pretty high bar. Although, he would be happy to look into it and assumes it is through the railroad program that goes through FHWA. It never hurts to look because sometimes you could get lucky. Clark states he found that most municipalities that receive the funds have done a survey or updated an older survey so thanks Leach for answering that. Questions called.

POLICE DEPARTMENT

Robinson thanks Chris Deegan, Deputy Police Chief, for the very thorough report he provided the Council to review. It had line items listed with their changes and explanations and Robinson can't imagine anyone having any questions after reviewing it. Deegan informs he has extra copies in case

anyone needs one. Polk requests a copy. Robinson comments that Deegan has always been good with communicating with the Council on changes so they appreciate that.

Deputy Chief Deegan first requests to do whatever possible to make sure the Street Department has salt because that will help make the MPD's job a lot easier this winter. Additionally, they only have so many traffic enforcement cars that handle accidents so please do whatever possible to get salt for the season. Regarding the Police Department's budget, Deegan relays he will go over a department overview as well as some highlights. A few months back, they were able to transfer appropriate funding from cash balances to continue to address capital problems. 75% of the \$375,000 Motorola Radio Project that was brought to the Council a couple years ago is now complete and they are now starting to get that equipment in (actually, the first batch is due tomorrow). They were having some delay issues as anything electronic right now is really hard to capture and get ahold of. They were able to secure eleven (11) more vehicles as they approach full staffing; which requires the additional equipment including laptops because some of the vehicles have old systems in them that are from 2012. Anybody that has had a computer longer than five years knows there is only so much you can do to limp the computer along, especially with the kind of programs that MPD runs on them. Therefore, they were able to secure twenty (20) new laptops this year as well. This is the first year of a five-year agreement with Axon, the body-worn camera company. He explains they were previously under a five-year agreement with them and actually started the program with them back in 2014 (first doing a five-year, an extension for three and now a new five-year agreement). They came in to pretty good pricing for that. Furthermore, this also allowed them to replace seventy (70) Tasers. The ones the Department had initially were approaching about twenty (20) years old and starting to fail. Just like the radios, companies don't make the parts anymore so the refresh and upgrade finally for new equipment (as far as the Tasers are concerned) came in part of this contract. They completed development of new training center that has allowed them to do more on shift training and professional development for each police officer that works here. They have also extended that invitation to other law enforcement in the community to come and utilize the facility as needed (obviously with some of the training personnel there and present). This saves the agency about \$5,000 annually, which was being paid to a facility that was structured similar in nature for the Department to be able to use. In addition, there was not 24/7 access which now there is because the Department itself owns it. Continuing on, they implemented a new online recruiting and application process to help increase the number of qualified applicants. Obviously, recruitment and retention has been a problem for law enforcement for the last couple of years and Chief Deegan recalls speaking to the Council about this at some point in the last couple of years. He is pleased to announce that the Department is currently staffed at 103 officers. They have two (2) lateral candidates in the process and five (5) potential recruits that are in background investigation right now for hire. If they happen to capture all of those, the Muncie Police Department will be fully staffed for the first time in not sure how many years. That is good. Chief Deegan will say the one down side is while the recruitment piece they worked with the Mayor's Office on provided more communication, higher number of interest and higher number of applicants that actually applied, significantly, they are still seeing many no-shows meaning many personnel did not show up to actually start the process. It could be pointed to a myriad of things but salaries could probably be a primary one when starting to look at our call volume and the size of the municipality we are versus other agencies that are our size with the similar call volume. However, that is for another time. An internship program was created for Ball State and Ivy Tech that has already proven successful. Essentially, they worked with the Police Merit Commission and created a streamlined internship program for 21-year old students that are getting ready to graduate. Those students are streamlined in through their own process for employment. The Department hires them and trains them as a full-time hire. The Merit Commission will have them

sworn-in as a 'Special Officer' as they go through the training and work a somewhat modified schedule (for insurance purposes). They can only be here for so many hours before having to be provided insurance legally. It is a smaller amount of pay they are receiving while they are interning because they are still serving as a police officer. If they are successful in the completion of the internship then a job is offered at the end. Last spring was the kick-start and it has only been implemented during the spring months, at least until they can grow the program. Two interns went through it and one decided that the end of it that it was not for him. That is okay and that is what it is designed for. The other one said this is great, love it and wanted to stay here. Therefore, they captured a Ball State student that decided to stay here in Muncie who is now a full-time police officer that will be attending the academy in January. Deegan explains he just got the list of the interns from Ivy Tech and Ball State to start this process in November to select in January again for spring internship. It was worked out with the FOP and all the parties involved and it actually counts toward their staffing as well. Along with the potential applicants that are in the hiring process, they are also looking at another couple potential interns. MPD is in a good shape right now when it comes to staffing. Continuing on, something unique the Department did was host a 40-hour supervisor school and provided that onsite training to all Department Sergeants which amounts to about eighteen or nineteen that work for this Department. There were also participants from most local law enforcement agencies here in town and other agencies across the state. MPD partnered with Courtyard Marriott and the Public Agency Training Council earlier this year to bring that program here. The leadership supervision course was a weeklong and they actually just finished a de-escalation course they hosted, again, at the Marriott a few days ago. It was a 2-day class that they sent their entire Hostage Negotiations Team (of about ten or eleven people) to. They will continue to look at that partnership with the Marriott and with PATC, which is the statewide training council that does law enforcement training to bring trainings here to bring people here. There was people here from all over the state staying at the Marriott for the 2-day course. The Department will continue that because it seems to be working.

Diving into the budget, Chief Deegan will go through very briefly what each change is (some of it might require a little bit of explanation because it is a little confusing). The first change can be seen in the PERF line item #101-20-41301 which last year the funds were moved all into the Public Safety Fund #106, which there is PERF for civilian employees and PERF for sworn employees. It turns out that through the payroll accounting software that PERF has to be available in the General Fund to go towards the civilian employees. They were able to make it work for this year but wanted to shift it back for next year; the civilian portion to the General Fund and leave the remaining law enforcement/sworn personnel PERF in fund #106. The actual overall increase is about \$64,000 due to the contract raises that are come due at the beginning of the year. That is the increase between the civilian and the sworn personnel PERF. Deegan mentions this change was probably the most confusing one. The other costs associated with payroll are obviously the overall cost in the payroll line items: Clerks, Record Clerks (line item #101-20-411051), Code Enforcement (line item #101-20-411085), Chiefs (line item #101-20-411111), Patrol Officer (line item #101-20-411130), Front Desk Officer (line item #101-20-411136) is all staffing reflective of the 2% increase that is Citywide by the Collective Bargaining Agreements. There is a little bit of inflation there for the Department because they accepted a grant through the Department of Justice (DOJ) that will get them three (3) more police officers. This was worked out in coordination with the Mayor's office. It pays for some of the officers but not all of their salaries and benefit package (about \$41,000 a year that they are able to reclaim through DOJ). Therefore, there are still some cost buried by the City there. Some other increases are Overtime (line item #101-20-411160), FICA (line item #101-20-413011), and Medicare (line item #101-20-413015) by about \$20,000 because those lines would obviously be impacted by the higher salaries. Jumping into operational needs, Deegan refers to

Psychological Services (line item #101-20-431020). Last year, they came before the Council and asked for a significant increase there but have tapped on that budget again. That is not a bad thing, it is a good thing as it is the health and wellness piece through the Employee Assistance Program that is being utilized. As those dollars go up that means it is working. The officers that need help are getting the help that they need but with that, an increase of \$20,000 is being requested so they can continue that program and be successful. That, in turn, is going to reduce time off which obviously reduces overtime which will reduce insurance costs down the road. He does not have any real numbers to go off now but that is the thought process and theory. As more people use the health and wellness piece, is hopeful they will stay healthy, be able to come to work and not have any critical or long-term health issues. In Equipment, Rental, Repair & Maintenance (line item #101-20-431050), a \$5,000 increase has been requested there for parts. Anyone that has gone to the store recently knows how much everything is inflated right now by 5% to 10% and some things even 15% depending on what you are looking at. Referring to Other Services & Charges (line item #101-20-439071), Deegan explains that \$10,000 was additionally budgeted for \$225,000. They have added more body-worn cameras to the contract to staff other personnel not wearing them prior. Now, everybody with a uniform attached to the Police Department is going to have a body camera. That was the goal and is what it is going to cost them with the increase in the AXON contract to make sure everybody is outfitted. He further explains that the Telephone line #101-20-432031 is larger than what he wanted it to be but has a \$30,000 increase request because cell phones are just the way the world works now. Unfortunately, from an operational standpoint, that is what the officers now do all their evidence collection capture on (through AXON) which is directly tied to apps that securely store and send the evidentiary photos to the server which then goes to the Property Room which then goes to the Prosecutor's Office. It is all technology based and he can't really explain the technical insights of it other than it just being what they use for evidence capture. They needed phones issued and can recall having them issued in the past and since doing okay. They are going to exceed that amount that is in there for this year by a little but he is working with the Controller on getting that leveled out before the end of the year and is why an additional \$30,000 is being requested in that line. Moving on, there are some minor costs associated with legal changes. Photo & Fingerprinting (line item #101-20-422115) has a requested increase of \$2,000 due to accommodate the removal of gun permit fees. He explains they are seeing an increase in expense for supplies due to that. Then, major costs associated with inflation is gas and oil. Luckily, they are projected (as of right now) to make the gas budget this year. He thinks that is largely in part due to the advances made in the fleet over the last couple of years with the Council's help along with the Mayor and Controller. They now have over forty (40) either hybrid or compressed natural gas vehicles in Uniform Division that are response vehicles. That has been a tremendous help in reducing not only maintenance costs but fuel costs as well. Fuel is significantly more this year and as of right now they are projected to hit that and hope to make it by the end of the year. In conclusion, Deegan wishes to make a couple of focal points and explains the majority of the proposed increases (the pay raises for City personnel as well as the cost increases to operational line) that have been directly impacted by the economy has grant funding that has been secured through DOJ. Additionally, they have an established Interlocal Agreement with Prosecutors Office for the high-tech crimes unit where they provide \$50,000 to MPD because City personnel is provided to assist in that endeavor. The amount, between those two things and what they can recapture as funds back in, is about \$175,000. It reduces the impact of budgetary increase by about 1.2%.

Councilwoman Selvey thanks Deputy Chief Deegan for his in depth report. She has a few questions on a couple line items within the budget and refers to Chief (line item #101-20-411111) noting that for personnel there is the Chief, Deputy Chiefs, and Captains but the salaries are not listed. She asks

if there is a reason for that. Deegan explains that last year they moved everybody other than the three administrators into a one line item for payroll to help with clerical mistakes that happen. Sargent's, Lieutenants, Captains (everybody else that's not in the two Deputy Chiefs and the Chief) are all in the Patrol Officer (line item #101-20-411130). Selvey questions if there is a way for the public to know how much each of those individuals make salary. Deegan replies sure, the salary ordinance for the Police Department. It is all listed on there.

Councilman Dishman would like to thank the Police Department for the good job they are doing out there. He asks the projection on getting more police officers. Deegan asks for clarification (more officers than budgeted for or more officers to fill holes). Dishman assures more than what they are supposed to have. The drug problem Muncie has and with the people out at night, Dishman would like to see the Police Department bumped up. Every day in his neighborhood, people are stealing out of his and his neighbors yards. He used to be able to leave his bicycle outside but has since had his bicycle stolen. There are people out walking all hours of the night and he would like to see more police patrol at night. If they have to have more police officers then Dishman would like to see that done. Deegan explains that many cities our size are at a higher staffing rate than what we are. That is a two-fold problem and he would have to defer that to them as the Council and the Mayor and Controller's office to all work collectively to figure out how to do that. Because every police officer that they have is on an annual cost basis probably somewhere in the \$90,000 range (give or take), so by the time they are trained, outfitted, insured and provided with their salary and needed equipment, it is expensive. Deegan cannot provide an answer to that right now. Dishman states he would like to see the number of police officers bumped up just for safety concerns. A life is worth more money any day of the week. The more patrolling out there, he thinks, the less they will have in neighborhood crimes and such. Deegan agrees and the second tier to that is obviously the salary and benefit package they have talked about for a while now. The Department is good now as far as getting themselves back to where they have been and are close to an almost full staff now. They now have to tackle the other problem making sure they don't dip back down. Dishman would also like to see more training of the police officers because having that is really important. Their equipment is included in that too such as their vest, cameras and other safety procedures. Deegan will say that this has been a collective effort of a lot of people involved and names the Police Department, Controller's office, Mayor's office, City Council, and Merit Commission. He would stack their equipment and training (that is now provided after being in this for a couple of years) up against any of the law enforcement agencies in the state. That's how good he feels bad about it as well as the two other Chiefs. However, they still have a ways to go to continue tackling some issues. Dishman tells him to keep doing the good work.

Councilman Green asks how many dogs the department has. Deegan answers four (4). There are four rotations in Uniform Division, two day-shift rotations and two night-shift rotations. Years ago, at one point, Deegan believes they were up to six (6) dogs but only work for so long before they have to retire due to health issues they start to experience. That is a significant investment. Actually, the last dog that they were able to obtain, Sonitrol and a few other agencies/businesses in town donated a majority of the funds to make that happen. Deegan tips his hat off to the partnerships they have here in the community that stepped up to provide them with those funds because they wouldn't have them otherwise. It is very expensive to get a new K9 Handler and dog up to being street ready. It is a lot of time and a heavy monetary investment, \$20,000 to \$25,000. Green asks if there is one on every shift. Deegan answers yes, right now there is.

Councilman Clark refers to CNG (compressed natural gas) vehicles and how there is an Interlocal Agreement signed by the previous Administration and he along with President Robinson get a monthly

usage report. It stays within that \$2,000 to \$2,500 a month usage. Clark thinks the expectation that was given to the Sanitary District was that a lot more would be used which is not happening just based on what cars are on the road. It shows there is an outstanding balance of about \$320,000. Deegan states that is correct. Clark asks if there is any thought going forward of a way to either add more CNG to the fleet (mentioning that the last batch purchased were straight gas vehicles) or a way of paying that down or negotiating. Deegan believes they took the first step in getting effort. From his understanding, everybody that is involved in this now, even on the Sanitation side, was not involved in this so when they signed the Interlocal Agreement. With that being said, there is a process when it comes to the CNG components and everything that goes into making a CNG car. It is a different set of maintenance requirements. Chief Deegan explains he met with John Barlow and Phil Reagon probably about three or four months ago and started to plan now that the MSD facility is up and functional. He believes that was always the intent when the Interlocal Agreement was signed that they would have that facility and the staff capable to work on these cars. That has been the biggest challenge on the Police Department for the last three or four years up until three months ago, they have had to outsource that and the company that did the initial job is no more. The company they work with now is in Anderson. When there was an issue with a car, it is sent to Anderson. The Department would be down without that car for about a week and mentions the company is usually good at getting the cars back to them. It is important to understand that there are still twenty-eight (28) or twenty-nine (29) compressed natural gas police cars in service. Therefore, if two, three or four go down at the same time (which has happened) then depending on what the maintenance issue may be there is not enough from a safe pool car standpoint to handle that, as well as the regular maintenance items. Those may be can be taken care of in the situation where somebody else comes in and gets the car. He explains they have worked closely with John Barlow and Phil Reagon and started the program where they now have the technicians and capability. Additionally, MSD partnered with the company that the Police Department has been using in Anderson for some additional training. Deegan is happy to report that he just had an email exchange today that they have a baseline hammered out on how to keep these cars on the road and functional better than they have been able to in the past. The problem now is being hamstrung by parts so they may have one car that is down that is operational on gas (because it is a bi-fuel system where the system can be shut off but the car is still operational) that they have been waiting for probably four weeks now on parts. That means that is four weeks where CNG is not being used in that vehicle. It fluctuated down this month and he hopes that once they get these up and operational again it will fluctuate back up next month. He informs he has a meeting with Mr. Barlow and Mr. Reagon on Thursday next week to go over other ideas that they can come up with to keep things more functional. Clark is going to respect whatever Deputy Chief Deegan's decision is with his fleet going forward but thinks at some point they will have to decide whether if CNG is or is not in our future then how we can resolve. Deegan agrees and states that is something that they will probably have to sit down with the Police Department, Council, Sanitation and the Mayor's Office on to figure out what that will look like. Clark states they aren't calling for the know right now but as they watch it, it is obviously going to be years from now before... Deegan intrudes yes, and some of the members of Council have been on since the inception of this group of City councilmembers that the Department had an outstanding note on from a previous deal that they worked hard to get paid off. Deegan is not a big fan of having outstanding notes so he would be willing to entertain ideas. As it stands now, they don't have any immediate plans to push more CNG vehicles because the manufacturers right now can't provide factory ready CNG vehicles that would be capable to do what is needed of the Police Department. All of the ones MPD has were aftermarket outfit, which is why they have the problems they have. Clark thanks him.

Green refers to them speaking in the past about an electric vehicle through Ford and asks if there is a delivery date on that particular one. Deegan explains the Department of Energy is coming on Friday for a site visit and they still have to work out some logistics there. His hope is that they will be able to obtain a couple electric vehicles through grant funding. That is still a big work in progress because it is something way outside the box when it comes to law enforcement and how that works (as far as a 24/7 operation with charging stations and the capability to charge the cars). Although, Chief Deegan thinks they have a plan. He further explains that is going to be a request he will make when the representative from Department of Energy comes Friday. They received a grant through them a couple of years ago for one of the CNG trucks the Department has that they outfitted into the Property Room. She will come check that out and talk to the Department about what their energy needs are moving forward. Questions called. Robinson thanks Deegan for his thorough review and four pages of explanation.

FIRE DEPARTMENT

Chief Robert Mead acknowledges the major changes made within the Fire Department as far as incorporating new equipment. With Chief Deegan's help, they were able to appropriate enough money to participate in the purchase of seven (7) Ford Explorers. Some of the councilmembers have seen those already and having these will help them in the future to not have to replace them as often. They're very sharp. In the history of the Fire Department, they have never really put a lot of money into staff vehicles and usually purchase used vehicles that are driven locally. This investment here will hopefully last them for ten (10) years best case scenario depending on any kind of maintenance issues. They are almost completed but Chief Mead recalls they had to wait for the lights and sirens to come in. Even some of the police cars are still being stacked and as soon as they get done they'll move on to the Fire Department vehicles so they'll be in service here very soon. Chief Mead relays they got a new ambulance this year and purchased fifty (50) new radios that were desperately needed yet not all of that order is in yet. The company was able to manufacture all the radios but the demand for the radios are so high that they are not making extra batteries so the batteries are getting thrown all into all the single units and then getting shipped out meaning MFD has received their radios but each one of them only had one battery. Therefore, they are waiting on the other fifty (50) batteries to arrive but what they have done since is taken the batteries out of twenty-five (25) of those units so they have backups at all the fire stations. There are twenty-five (25) of those radios in service and then twenty-five (25) as soon as those other batteries come in. It has been a very busy year for MFD, being on course to make 18,000 runs this year. The changes this year are not only Chief Mead being new to the Chief position but they also incorporated their civilian paramedic positions in January. That program is working well and he is proud of all of our men and women on the Muncie Fire Department for the workloads that they've been put under and the stress that they go through every day. That being said, they have problems just like every public safety agency in the state with retention and recruitment. Fortunately, they have a very large hiring list still in maintain but at the current pace and by the end of the list they will be empty. They are trying to work on creative ways to entice people to come to Muncie. A lot of paramedics like to be here because they like the activity that goes on in Muncie with all of the EMS runs they make. However, doing twenty (20) run a day in a 24-hour period, there is not a lot of time for rest which could beat people up after a while. Chief Mead is proud of where the Department is going. To speak on the budget, they didn't really raise much other than the 2% raise that contractually needed to happen. One of the major changes that can be seen is how they consolidated for issues of all the line items taking up payroll. They just moved everyone (much like how the Police Department uses for Patrol Officer) into the Firefighter (line item #105-21-411124) and then the Chief and Deputy Chief in to one (line item #101-21-411111). There is not a lot of

change in there although there was a raise, additionally, in line item #101-21-422021 for Gas & Oil. The situation they are in now is that when the ambulances were diesel when they first started purchasing ambulances. Obviously, that presented some issues with the def fluid problems. They were clogging up and the ambulances were unable to be repaired by Ford as they don't seem to know what the problem is. That resulted in them leaning more towards gasoline engines in the ambulances because it's a little more efficient, but, they also didn't realize that gas was going to go up to \$6 a gallon. It is a much easier form to have everything to try to be consistent across the board rather than having some of them diesel and some of them Ford. They are just trying to get a lot more consistent to where everyone knows if you work at one station today but work at another one tomorrow, at least those ambulances are exactly the same and everything is set up the same. The other line Chief Mead has marked is one he is sure someone will ask about which is the Software Maintenance Agreement (line item #101-21-436015). He is aware that was sort of a shock and recalls speaking to some, but not all, of the councilmembers on this. He explains the Department used to use a program called Firehouse for fire reporting but that program is going to be the debunked at the end of this year. There is no such thing as a reporting system that is free anymore. So, going from \$2,500 to \$62,000 includes the yearly maintenance fees for ESO. ESO will take and will replace Image Trend (the program they do ambulance reports on) and then Firehouse (the program they do their fire reports on). This one program will combine both the previous ones to where they're all working off of the same system. They also employed their MDT's which was one thing Chief Mead forgot to speak about, adding new MDT's into all of the vehicles in the City. Instead of going with the Panasonic Toughbook (which are \$5,000 to \$6,000 a piece), they went to mounted iPads (they don't take them out and run around with them). The program used there requires a yearly fee and is called CrewForce. With that, the Inspections Division are also going to iPads. It is a Tyler product mobilized so when they go out and do their inspections, all of that information then can be gained by the fire-engine as they're in route so that information will be at the push of a button. They will be able to see where Knox Box locations are, fire suppression systems and their alarm panels and contact information for that business. As soon as all of that data gets inputted it will all be available right there. With that said, that is where the increase comes from and that it is going to be a yearly thing from now on.

EMS

Robinson assumes that Chief Mead is also here representing EMS, which he confirms he is, and asks if there is anything he would like to share about that before opening it up for questions. Chief Mead has a couple line items and states the major one here is the Office Manager (line item #104-24-411137) going from \$16,230 to \$39,000. He explains she was supposed to be paid \$39,000 and it came out in the line item last year as only \$16,000. Robinson asks if the Council created that position halfway through the year. Chief Mead informs she started in like March or April but it was just underfunded and is supposed to be for \$39,000 or \$38-something. Robinson assumed (when he saw that) that they created the position a little bit past half way through the year. Councilwoman Selvey asks if that was the position that was at the Building Commissioner's office. Chief Mead states no, this is for EMS Office Manager. There is both an EMS Office Manager and a Fire Department Office Manager so they have the two different budget locations. Selvey understands. Chief Mead continues and refers to the Training Fees & Travel (line item #104-24-413085) increasing \$5,000 just because they now have paramedics with a lot more skilled classes that they need to attend. Obviously, Gas & Oil (line item #104-24-422021) and Other Supplies (line item #104-24-422173) went from \$225,000 to \$354,000 just going off their usages right now with inflation for all the medical supplies that are coming in. Robinson confirms that ends up getting billed on the backend. Chief Mead states correct, they have to have their product and uses the

example of McDonald's needing buns. He can't operate an ambulance without glucose, needles, 4x4's and etc. That is where that is coming from and is kind of a big deal. Additionally, in Fund #104, it can be seen that Building Maintenance & Repairs (line item #104-24-435025) went from \$0 to \$70,000. Equipment Maintenance (line item #104-24-431050) is there for \$70,000 but the Building Maintenance & Repairs is to help start getting these firehouses back to where they need to be. There are leaks and molds and at least two stations need new roofs so that is going to be a big deal to try and tackle. He is going to do everything he can to get some of these stations back in order. That is what the Bond (line item #104-24-439073) (he hopes) is going to help go a long way with. Vehicles (line item #104-24-444057) is something Chief Mead was waiting to be asked about. He explains they have \$225,000 budgeted every year to buy an ambulance and recalls speaking before about the availability to even find any kind of ambulance or fire engine (fire engines being 18-24 months out). They were fortunate enough that a customer had canceled an order for a truck after Chief Mead already got his team together and set a spec team together to find out what their Department really needs. It wouldn't be just a demo truck because that's what the City has been known to buy all the time which is why they're only \$300,00 to \$400,000 but come with their own inherent problems. It came down to wanting a Cummins engine, an Allison Transmission and the best pump that they can get for the water. When this opportunity was posted and they were informed there was a fire engine that is in the beginnings of construction and this customer didn't want it anymore... It had the hail pump, the Cummins engine and the Allison Transmission and it was in such an early stage of production that they were able to go and spec this thing out the way they needed it. That will run them right at \$690,000 – \$700,000 and they have appropriated well and plan to try to revenue monies in the EMS budget for that vehicle. When they get it early enough, it allows them to look forward. MFD has firefighter paramedics that now include civilians. However, these are Local 1348 Firefighters that graduated from paramedic school. In fact, they just started four (4) more in paramedic school so they are going to have paramedics that are going to be later promoted to Lieutenants and Captains, officers. He is looking five (5) to ten (10) years down the road at how they are going to then function as a Fire Department with paramedics on the fire engines and not on the ambulances. So, the stage of production that this fire engine is in, they were able to eliminate two of the four backseats that face forward and put an ALS cabinet in there to where that officer that is a paramedic would have all of their drugs and tools needed. That would then allow them to have a BLS ambulance in house with them so they can still practice their paramedicine. That is a good thing. Other than that, he does not have any major changes to the budget. The Council chat amongst themselves indicating that they believe Chief Mead covered most of their questions.

Rick Yencer, former newsman and author, would like to know numbers (as the Police Department presented) of how many firemen are currently employed and regarding the ambulance paramedic service, how many EMTs and paramedics are employed (right now) and if this is primarily a paramedic service or just an EMT service. Chief Mead informs there are 110 Firefighters, eleven (11) civilian paramedics and two (2) getting ready to be hired and one that just put in his notice so twelve (12). When it comes to the paramedic service, if any ambulance is staffed by a paramedic, Mead answers no. He explains they have four (4) scheduled to be on duty everyday as far as the civilians then they have three (3) firefighter paramedics. They supplement, so, some days all five of the ambulances are ALS when some days only four or three of them are ALS with paramedics.

Kristopher Bilbrey has a question and guesses it is appropriate now since its budget time but has wondered this for a while. With the paramedics, obviously, he has been pro police and fire department (as he always has been) and has always been in support of the MFD and EMS civilians. However, the question he has had a hard time getting an understanding on is how the civilian paramedics are covered

when they are taking vacation/sick personal time. Are they covered under AFSCME or the Fire Union? What kind of employees are they in the City? Robinson believes, and asks Chief Mead to correct him if he is wrong but they are civilian employees so would be following the City's Handbook. That includes the City's paid time off, vacation, sick and personal. Bilbrey confirms AFSCME, then. Robinson answers no, they are non-union. Bilbrey confirms they are non-union City employees. Robinson states correct. Chief Mead confirms as well. Questions called.

MERIT COMMISSION(S) POLICE/FIRE

President Robinson informs that up next is the Police and Fire Merit Commissions, although, they do not have representatives here from either but both the Police and Fire Chiefs are here. According to Robinson's recollection, the budgets have not changed literally at all. There are no employees there for the 2% raises to go to so he is fairly certain those will remain the same.

Deputy Chief Deegan informs that is correct on the Police Department side. There should not be any changes and that money goes to hiring processes and paying the Secretary for their services they provide to the Commission. Deegan believes there are some legal services there as well. Chief Mead confirms from his seat in the audience.

ANIMAL SHELTER

Katy Wolfe, Interim Muncie Animal Care & Services Director, states they have been very fortunate that they have been able to retain their staff and are working incredibly hard, most of them being responsible for between thirty (30) and forty-five (45) animals a day. That is a lot of feces, urine and medications yet they do it all with a smile and come back every day. She couldn't ask for a better team. She hopes that in the next year they can get to full staff. They are still looking for three (3) part-time ACO's (Animal Control Officers). Currently, the full-time ASO's are running 24/7 so that is a lot of hours and late night calls to assist the Police Department or Indiana State Police or whatever may be needed. Those employees are great and they come back every day. With their budget, she mentions the Interlocal Agreement and how plans to attend the next County Council meeting just to talk to them about the differences between what the MACS Board has set the budget just to make sure that County Council is going to cover the differences so that MACS can continue to service in the county. They do have the 2% increases in salaries and wages as well as an increase in Fuel & Oil (line item #101-15-422021). Both of which are things that they cannot control and that are out of their hands. She informs that she may be coming back here a lot next year as food and litter prices increase their spending increases. An example consists of litter that they pay about \$3,000 a month right now and food for about \$2,200 a month. On average, they have 350 animals per day at the Shelter. They all need fed and cleaned. Wolfe further explains their expenditures go up with inflation rises so she will be coming back to the Council a lot next year and hopefully the County Council will allow them to do more.

Councilman Green refers to the Food & Litter budget line item #101-15-422141 at \$11,000 yet confirms they spend \$2,200 for food each month. He asks where the difference is coming from. Wolfe explains that the majority is donations. People will either bring bags of food if there is a sale or in memory of an animal that has passed might bring in a donation check. They do what they can and ask for a lot of help from the community which can be seen on their Facebook page quite a bit. The Shelter is out there to help the community and just asks the community for their assistance as well. Green questions if they are running short all the time. Wolfe answers yes. Green questions why Wolfe didn't ask for more money (because the animals have to eat). He refers to the Police Department feeding four dogs on \$500 a

year when she has a lot more animals than that. Green just wonders why she didn't ask for more money to feed them and knows that the veterinarian costs are going to go up. He doesn't know if he is not allowed to ask why she didn't ask for more money but that is just a question he had when he went through the budget. He didn't quite understand it. Wolfe explains per the Interlocal Agreement, the MACS Board sets their numbers so it is after the budget is set that she can come in and speak to the Council and request appropriations as they need them. Green asks if the County will help offset some of the deficit that is here. Wolfe hopes so and informs that is also part of the Interlocal Agreement that they are to contribute. She doesn't actually have the number for their 2020 contributions but can hopefully take this number on the difference from the Board of Trustees to the County Council and say this is the number needed.

Councilwoman Selvey refers to when the Shelter is working with the County/County Commissioners and wonders if they set the number or if MACS is negotiating with them by bringing them the needed proposal in order to continue services with them. Wolfe explains what she does for them is the same she does for the City. The Board sets what they would like to see the budget at, votes on it, approves it and then Wolfe would send it on to the County and City. Selvey, with all due respect, assures for the Shelter to go out and take care of an animal in the County, it would cost them more then going somewhere in the City. Wolfe states yes. Selvey explains that there is additional gas prices and wear and tear so she doesn't think it makes any sense to charge the County the same and that it should be a little different because of the distance. Wolfe absolutely agrees but none of them were part of that Interlocal Agreement either so they set the amount once a year and the Shelter cannot go to them for appropriations.

Councilman Ingram confirms that the \$11,000 budgeted for Food & Litter is what the Board suggested the Shelter get. Wolfe answers yes, that is what they've asked for but again because they are looking at other things they are able to get donations. Sometimes, it is a little slower depending if stores even have what they need but they find a way. Ingram applauds her for her due diligence.

Councilman Polk points out Other Services & Charges (line item #101-15-439071) going from \$15,000 to \$20,000 and he is just curious what the plan is for the extra \$5,000. Wolfe explains they have taken care of twenty-two (22) dogs this year with heartworm and is just one of those things that cannot be controlled. They don't know when things like that will happen and this is by far the largest number they have had in a year so plan to use those other charges, other supplies and other funds. A heartworm treatment takes at least 60 days for the dog so that is providing extra bedding or assisting a medical foster (somebody who wants to take that dog during his or her crate rest period).

Councilman Clark asks what Wolfe would estimate the amount they receive outside of the City funding such as in kind or cash donations or food and litter. Wolfe answers \$2,000 in a good month. Clark questions if she is aware if the MACS Board is actively fundraising on the Shelter behalf. Wolfe states she does not believe that they are.

Selvey expresses it pains her that the Animal Shelter is the only department in the City that we have to fundraise for. Robinson agrees. That is not right. They had this issue last year and it's unacceptable so she encourages Wolfe to please come to them. Her and her employees need to take care of those animals and they need the love and care. Speaking for herself (and any other councilmember that agrees can shake their head) they want them to be able to take care of the animals and want the employees that work there to be happy to be there. Most of the people in Muncie love their animals. She encourages Wolfe to please ask for what she thinks is needed and to not feel like she has to ask the minimum because the Council is here to support her and be there for her.

Robinson assures that no employee, frankly board member, should be burdened with the stress of raising funds to provide for our animals. He is not typically one to say this but mentions how he donates to the Shelter when he pays his taxes. The City has to start providing what the Shelter needs without

depending on the fundraising and donations. He appreciates the fact that that happens and thank goodness we live in the community that we live in and people step up whenever it is needed on whatever cause but especially for the Shelter. He has been out there several times, toured the facility and can assure it is not easy work that they are doing out there. Addressing the point Selvey made, if they need anything do not hesitate. The Council is here to help in any way they can including additional appropriations. Whatever is needed, let the Council know and they are happy to help provide. Wolfe thanks them. Questions called.

NEW ORDINANCES

President Robinson explains the Council has been provided four (4) ordinances setting the salaries for the 2023 year (file stamped 9/29/22). These salary ordinances need to be passed in tandem with the budget by November 1st so the Controller provided them on Monday to Robinson to sign and sponsor. The Council can introduce them tonight with a motion to Suspend the Rules to consider. Robinson spoke to Council Attorney Dan Gibson this morning who did confirm they could vote to suspend the rules to consider the four ordinances all at once. As a reminder, to suspend the rules for a simple introduction just takes a simple majority but to vote to suspend the rules to adopt the same night takes unanimous consent. A motion is made by Robinson and seconded by Polk to Suspend the Rules to consider Introduction of ord. 36-22 (Elected Officials), ord. 37-22 (MPD), ord. 38-22 (MFD) and ord. 39-22 (Civil Employees). A roll call vote showed 9 yeas and 0 nays. MOTION(S) CARRIED.

ORD. 36-22 AN ORDINANCE FIXING THE SALARIES FOR ALL ELECTED OFFICIALS OF THE CITY OF MUNCIE, INDIANA FOR THE YEAR 2023.

A motion was made by Green and seconded by Ingram to Introduce. An all-in-favor vote showed 9 yeas and 0 nays. INTRODUCED.

ORD. 37-22 AN ORDINANCE FIXING THE MAXIMUM SALARIES OF EACH AND EVERY MEMBER OF THE MUNCIE POLICE DEPARTMENT OF THE CITY OF MUNCIE, INDIANA FOR THE YEAR 2023.

A motion was made by Selvey and seconded by Polk to Introduce. An all-in-favor vote showed 9 yeas and 0 nays. INTRODUCED.

ORD. 38-22 AN ORDINANCE FIXING THE MAXIMUM SALARIES OF EACH AND EVERY MEMBER OF THE MUNCIE FIRE DEPARTMENT OF THE CITY OF MUNCIE, INDIANA FOR THE YEAR 2023.

A motion was made by Polk and seconded by Ingram to Introduce. An all-in-favor vote showed 9 yeas and 0 nays. An all-in-favor vote showed 9 yeas and 0 nays. INTRODUCED.

ORD. 39-22 AN ORDINANCE FIXING THE MAXIMUM SALARIES OF EACH AND EVERY APPOINTED OFFICER, EMPLOYEE, DEPUTY, ASSISTANT, DEPARTMENTAL AND INSTITUTIONAL HEAD OF THE CITY OF MUNCIE, INDIANA, INCLUDED HEREIN FOR THE YEAR 2023.

A motion was made by Overbey and seconded by Ingram to Introduce. An all-in-favor vote showed 9 yeas and 0 nays. INTRODUCED.

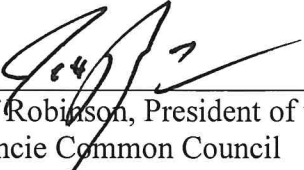
Polk tells Selvey that these ordinances lay out the positions in the City so regarding Selvey's earlier question about the Police Department based pay and rank, she can refer to the salaries ordinance and details in ord. 37-22. He just wanted to state that for the public.

Councilman Overbey would like to take a moment to congratulate Councilman Dishman for celebrating an anniversary of 49 years at Pepsi. The Council congratulates him.


ADJOURNED:

The next and final budget meeting will be Wednesday, October 19th covering the remaining departments, Personnel, Human Right's Commission, City Court, City Clerk, City Council, and Beech Grove Cemetery. Any amendments will be considered in addition to the 2023 salary ordinances.

A motion was made by Polk and seconded by Overbey to Adjourn. A vote by acclamation showed 6 yeas and 3 nays (Robinson, Ingram and Clark). ADJOURNED.



Jeff Robinson, President of the
Muncie Common Council



Belinda Munson, Muncie City Clerk
of the Muncie Common Council